

OFFICE OF
ANDREW M. STRONGIN
ARBITRATOR • MEDIATOR • ATTORNEY
P.O. Box 5779
TAKOMA PARK, MARYLAND 20913

ASTRONGIN@ADRMAIL.COM

(301) 562-2866
FAX (301) 562-2867

Occupation

Arbitrator and Mediator of labor disputes in a wide range of industries in the public and private sectors since 1993.

Permanent Arbitrator & Panels

Listed on the labor panels of the American Arbitration Association (AAA), Federal Mediation and Conciliation Service (FMCS), National Mediation Board (NMB), Pennsylvania Bureau of Mediation, Department of Labor and Industry. Hearing Examiner, District of Columbia Public Employee Relations Board, Mediator, Montgomery County, Maryland Circuit Court.

Permanent Arbitrator, Weyerhaeuser Corp. and United Steelworkers of America Local 10-0701; U.S. Office of Personnel Management & American Federation of Government Employees Local 32; U.S. Postal Service & American Postal Workers Union (Baltimore Expedited Discipline Panel and Capital Expedited Arbitration Panel); Montgomery Community College and AFSCME, Local 2380.

Labor Relations Administrator

Labor Relations Administrator, Montgomery County, Maryland, Collective Bargaining Law, Office Professional and Technical Unit, and Service, Labor and Trades Unit.

Labor Relations Administrator, Montgomery County, Maryland, Fire and Rescue Collective Bargaining Law, Fire Rescue Unit.

Professional Associations

National Academy of Arbitrators

Membership Committee (2004-Present)

Designating Agency Liaison Committee (2002-2004)

Regional Chair, Region 4 (2002-2004)

State of Maryland Bar, Admitted 1992

District of Columbia Bar, Admitted 1994

Labor and Employment Relations Association (Philadelphia Chapter; Baltimore Chapter)

Society of Federal Labor and Employee Relations Professionals

Industries

Chemical, coal, corrections, health care, manufacturing, printing, public sector (education, fire, government, police, postal, utilities), publishing, pulp and paper, refractory, service industries, steel, transportation, trucking and storage, warehousing.

Issues

Absenteeism, agency fees, arbitrability (procedural, substantive), bumping, contract interpretation/application, contracting out, discharge, discipline, discrimination, alcohol and drug offenses, fringe benefits, holidays and holiday pay, insubordination, job classification and evaluation, job posting and bidding, jurisdiction disputes, layoff, management rights, overtime, past practice, pensions, premium pay, recall, safety, schedule of work, scheduling, seniority/ability, training, transfer, union activity, wages, work assignment

Education

University of Maine School of Law
Portland, Maine
J.D., May 1992
• Editor, Maine Law Review

University of Michigan
Ann Arbor, Michigan
B.A., Philosophy and English, May, 1988
• With Distinction

Training & Speaking Engagements

Provide ad hoc arbitration and advocacy training for neutrals, labor, and management in connection with the National Academy of Arbitrators, American Arbitration Association, Federal Mediation and Conciliation Service.

Publications

Editor, “Dispute Resolution in the Workplace: The Proceedings of the National Academy of Arbitrators,” available online at <http://naarb.org/proceedings/index.asp> (December 2005).

“Arbitrating Statutory Individual Employment Rights in a Union Setting, *BNA’s Collective Bargaining Bulletin*, May 8, 1997 (reprinted in *BNA’s Employment Discrimination Report*, Vol. 8, No. 21 at 703, May 21, 1997).

“ADR: Maximizing the Benefits of the Grievance Process,” *BNA’s Collective Bargaining Bulletin*, April 25, 1996.

“Efficient Arbitration Proceedings Require Preparation, Collaboration,” *BNA’s Collective Bargaining Bulletin*, January 4, 1996.

Co-authored “Gilmer v. Interstate/Johnson Lane Corp.: Observations on an Expanded Role for the Labor Arbitrator,” *Journal of Individual Employment Rights*, Volume 2(4) 283-291, 1993-94.

Legal Experience

Prior labor law practice focused on airline pilot seniority rights arbitration and Employees Retirement Income Security Act (ERISA) litigation (1992-1993).